

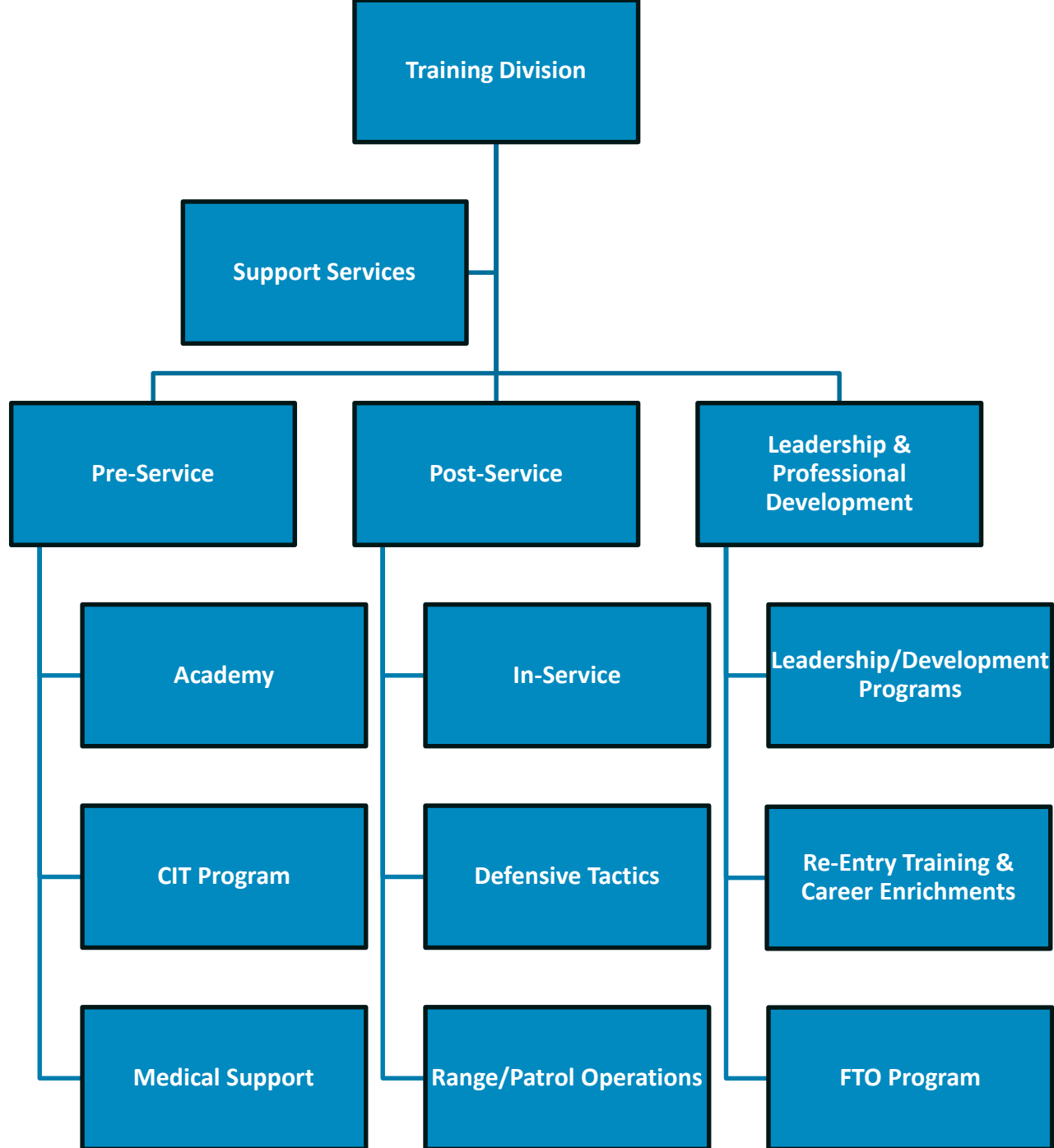
MINNEAPOLIS POLICE DEPARTMENT

Training Division

Commander Katie Blackwell

Opening Remarks





MN Board of Peace Officer Standards and Training Requirements

Complete 48 hours of continuing education within 3 year period

Annual Training Requirements:

- Use of force
- Emergency vehicle operations once every 5 years
- Handgun and shotgun qualification

Agencies have to provide in-service training in these three areas:

- Mental health crises response
- Conflict management and mediation
- Recognizing and valuing community diversity and cultural differences to include implicit bias
- 1/3 of training has to be procedural justice, integrating communications, de-escalations (16 hours every 3 years)



Past Training

- 2 days of in-service training on mandatory requirements from POST
- Employees had to seek out their own developmental courses
- Newly promoted supervisor's had a 2 day orientation
- Patrol Online Courses
- Misaligned and inconsistent training from instructors
- Academies were para-military style approach and structure



Current Training

- Incorporated and integrated the current Chief's vision of trust, accountability and professional service into training
- Added interactive training to use critical decision making skills, de-escalation techniques and procedural justice principles
- Added 6 days of in-service throughout the year and developmental courses
- Incorporated the use of more technology platforms to deliver training to the department to be more responsive to current trends and needs
- Training is developed with active input from this administration; taking a more mindful approach to what we are teaching and how we teach



Current Training Continued

- Lesson plan development and documentation is more thorough and consistent
- Added Health and Wellness
 - Nutrition
 - Physical Fitness
 - Sleep Deprivation
 - Mindfulness
 - Stress
 - Mental health and well-being resources for officers
- Training is more proactive versus reactive approach
- Added training staff and instructor courses to ensure consistency of training throughout the department that is aligned with the Chief's vision



Current Alignment and Additions

- Leadership & Professional Development Programs (2017)
- Defensive Tactics Team (2017)
- Medical Support Program (2017)
- Procedural Justice; Implicit Bias Training (2017)
- Patrol Operations (2018)
- Field Training Program (2018)
- Academy upgrades (2018)
- Crisis Intervention Team and IMPACTS (2018)
(Integrated Management of Police and Crisis Training System)
- Women's Leadership Academy (2019)



CIT and IMPACTS

Sanctity of life, officer safety and the protection of the public shall be the **principles of the MPD's Crisis Intervention Program.**

A de-escalation training program that has a partnership between police, mental health agencies, advocates, and the community who seek to achieve the common goals of safety, understanding and service to individuals in crisis, those suffering from mental health issues and their families.

Reducing the need to use deadly force, upholding the sanctity of life, building community trust, and protecting officers from physical, emotional and legal harm are the cornerstones of IMPACTS.

831 officers were introduced to 4 hours of IMPACTS



Critical Decision Making Model (CDM)



MPD Leadership Course

Goal of the Course: Strength and enhance leadership skills, attributes and confidence through a 2 week MPD Police Leadership Course.

Leaders will train on a variety of topics to include; leadership, MPD values, vision and mission, accountability, professionalism, mental health crisis response, conflict management, procedural justice, importance of stakeholders and partnerships, policies and procedures, computer skills, developing actions plans, effective writing, presenting, debriefing, critical decision making skills, de-escalation, crime scene management, community engagement, media relations and public speaking, health and wellness and their moral and legal responsibilities as a supervisor.


The course is designed for leaders to see it and then apply it through discussions, scenarios and practical exercises.



Women's Leadership Academy

This is a structured one week program introducing women from the community into the field of law enforcement through a variety of courses that will allow women to explore different aspects of being a peace officer.

Women will get hands on everyday training from actual law enforcement personnel that will guide them through each course in a welcoming and encouraging environment.



Our overall goal is to have the women walk away wanting to learn more and eventually become a part of the Minneapolis Police Department Family.

Defensive Tactics

- Added 4 full time instructors
- Conducts de-escalation takedown techniques and integrated communication, assessments and tactics (ICAT) through scenario based training
- Researches, reviews and trains on new legal updates, policies and best practices regarding use of force, ICAT and de-escalation
- Reviews, tests and trains on safer less lethal, empty hand control tactics
- Teach multiple officer control techniques, emphasizing de-escalation, communication and body control to subdue suspects and/or persons in crisis
- Held a defensive tactics part time instructor course for consistency of what is being instructed
- Conducts monthly training for all part time defensive tactics instructors and weekly use of force training for officers on patrol



Range Staff

- Range staff has designed their training that involves the use of critical decision making skills, de-escalation tactics, identification and recognizing dangerous and imminent threats and proper use of force responses to those threats
- Enhanced training in the use of alternative options to actively aggressive behavior



Patrol Operations

The MPD Patrol Operations Program is dedicated to fully preparing officers and supervisors for the rigors of complex decision making in the patrol environment.

The fundamental goal of the Patrol Operations Program is to educate sworn personnel in the most effective patrol tactics, techniques, and procedures in order to preserve life and protect the communities they serve.



Academy

- Integrated more scenario based training involving the critical decision making model and procedural justice
- Recruits are attending monthly ride-alongs with patrol officers while they are in the academy
- Incorporated more interactive training to improve interpersonal communication skills, exercise procedural justice principles, multi-tasking and enhance their learning retention
- Instruct proper methods of physical fitness techniques, mindfulness and overall health and well-being
- Maintain a structured climate of accountability and professionalism aligned with the chief's vision, procedural justice principles through knowing, showing and enforcing the standards by everyone



Field Training Program

The MPD Field Training Program provides recruits with the training and support required to become competent patrol officers who can independently and successfully perform their duties. Field Training Officers (FTOs) will achieve this mission by teaching, supervising, mentoring, evaluating and documenting the recruit's performance.

- New 40 hour FTO Course for all FTOs; consistency, mentorship, critical decision making
- Created a 3 week orientation period to transition recruits from the academy environment to the patrol environment
- Monthly training for recruits during their FTO; focus is on empowerment, performance, health and wellness, mindfulness, de-briefings, de-escalation and procedural justice
- Improved attrition and better performance results of recruits on FTO



Medical Support Program

- Conducted initial Emergency Medical Responder Program to all recruits
- Created NARCAN program and delivered to officers
- Incorporated emergency medical response training for officers to perform immediate life saving measures to anyone with serious or life threatening injuries



2019 Life Savings Measures

- Officers administered 76 doses of NARCAN
- Applied 27 tourniquets and 15 chest seals on people with serious or life threatening injuries
- Many lives were saved because of this program



Training Division

In 2018, the Training Division has delivered over 2,581 Hours (*358 Days*) of training.

In 2019, the Training Division has delivered approximately 1,200 hours of training.



Links to Videos

MPD Police Leadership Course

<https://www.youtube.com/watch?v=YkzbBZN36tY&feature=youtu.be>

Women's Leadership Course for Community Members

<https://www.youtube.com/watch?v=DUuvsTcmS-Y&feature=youtu.be>

